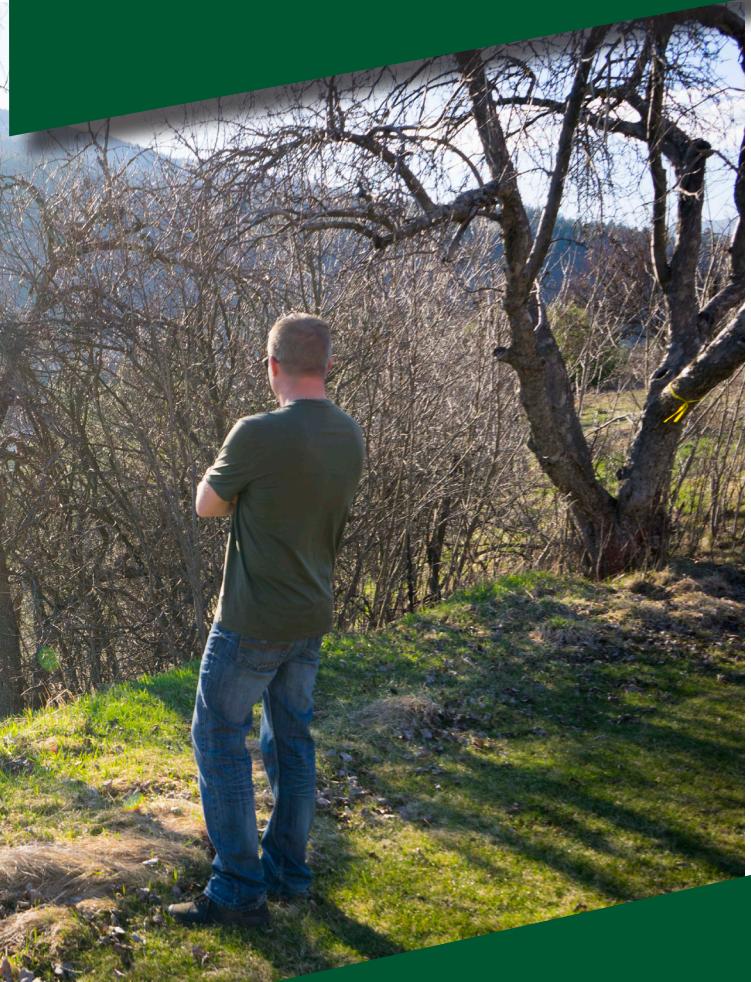
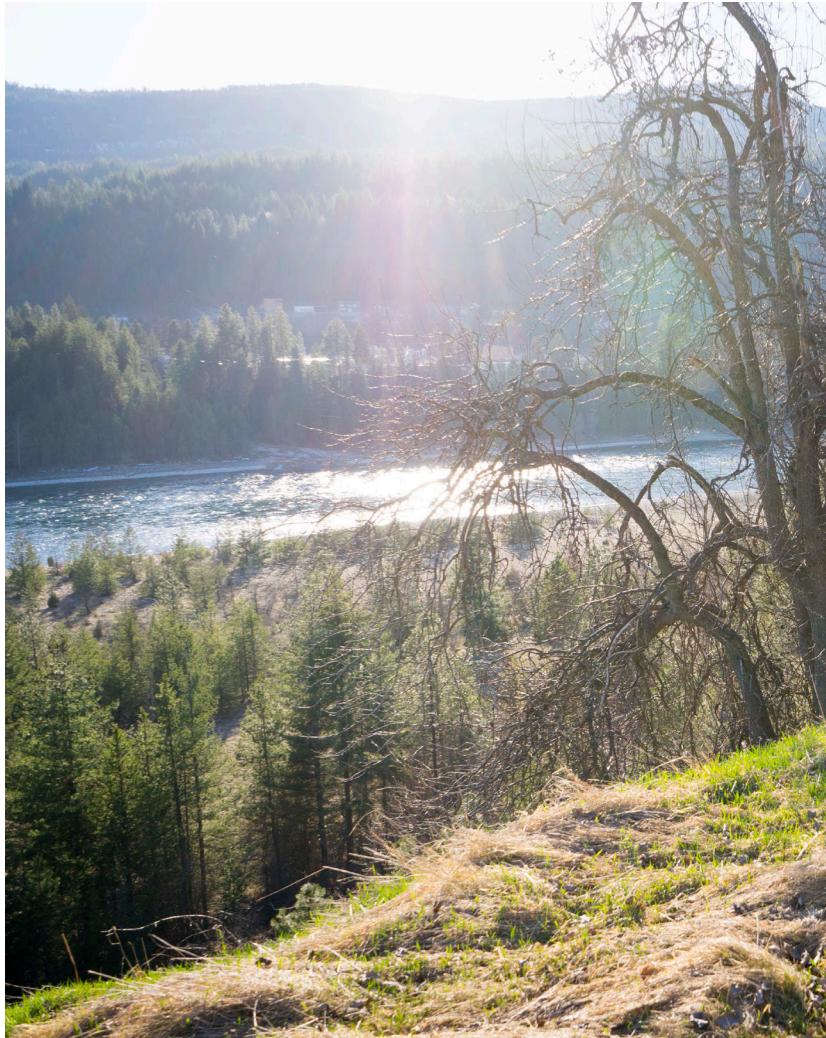


Leaflet

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LETTER FROM EDITOR



Welcome to the Fall 2022 Edition of the Leaflet!

I hope everyone had a great summer and got to enjoy some vacation time with family and friends! I'm looking forward to Fall and the hockey season!

PPWC is committed to publishing the Leaflet four times per year. All Locals are welcome to submit articles and photos to be published. The more Locals that contribute, the more the Leaflet will represent who PPWC really is. Any ideas for future issues? Send me an email!

In Solidarity,

Adrian Castley, Communications Officer

PREFER A DIGITAL VERSION OF THE PPWC LEAFLET?

DO YOU NO LONGER NEED A MAILED VERSION?

If you are wanting to check out the current digital copy of the LEAFLET or past LEAFLET editions, please go to <https://ppwc.ca/the-leaflet/>.

If you are currently receiving the LEAFLET in the mail and you are no longer needing a copy, please email national@ppwc.ca to be removed from the list.

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Signed articles appearing in the Leaflet express the views and opinions of the authors. They do not form local or national policies or procedures. We welcome your feedback, opinions and inquiries.

The Leaflet attempts to give coverage to all locals, and pertinent material will be held for the future if the space is unavailable in the current issue.



NATIONAL PRESIDENT

Hello Brothers and Sisters,

I hope everyone is doing well, staying safe and looking forward with positivity. As this is my first report as National President, I hope to convey my gratitude to the hardworking people that surround myself at the National office and those you elect, to attend the meetings and represent your Local. They are terrific and do their best each and every time they are in attendance working on your behalf.

I want to commend all those who came before myself and the current National office, who put so much of their time and lives into developing our great organization and building something so special, so democratic, so relevant for today. Its been almost 60 years since PPWC was formed, so many people, other unions and organizations as well as industry didn't think we could last but here we are, more resilient, more relevant, more needed then ever before.

To this point there has been a rise in phone calls to the office from people wanting to know about our Union and ideas. They talk urgently about needing representation at their place of work. Todd Smith, National First Vice-President, has been very busy returning phone calls and visiting with these people to reach out and tell them this is a place they can call home.

When groups look to organize, the National reaches out to the Locals and work together to best identify the way to bring these groups into the PPWC, whether it be on Vancouver Island, the Lower Mainland, Kootneys, Central or Northern BC. People are wanting union security. With our National constitution and every Local having their own set of bylaws, the structures are in a place to provide a smooth transition in the PPWC rank and file.

I have been asked by the Forestry Minister, Katherine Conroy, to be a part of a government committee called the Forestry Worker Support and Community Resiliency Council. This committee's mandate is to advise the Province on the implementation of the old growth strategic review and how best to support workers and communities as they adapt to changing forest management systems. (old growth deferrals, allowable annual cut). I have accepted this appointment as our views, labour views, have to be heard. Our first meeting is scheduled for November 7th, and it will be interesting as we will be in the midst of transitioning to a new Premier, David Eby.

I look forward to visiting and working with everyone over the next few years. It's a new chapter, the next chapter of PPWC. Our union is evolving, we have members in almost every sector of industry as well as hospital workers, college support workers, airline ticketers, plastics, bank tellers, sugar refining etc. I am a firm believer in our Union, always have been, especially the members, the grassroots of democracy.

Happy holidays everyone, may our future be bright together.

In Solidarity,

Kelly Johnson, PPWC President

Maybe we can't solve all the
worlds problems,
but if we all could be listeners, learners,
leaders with humility,
less jealousy more laughter,
less drama more solutions,
less problems more patience,
less hurry more give, less greed.

I hear complaining throughout the day. What I
don't hear much is accountability, solutions or
volunteerism. Unselfish people stepping up and
being the listener and a fixer for a greater good.

Maybe people think things like unions are just
shadows from the past.

I personally know they are the reason we have
middle class!

by Todd Smith



Artist: Wilson/CALM



NATIONAL 1st VICE- PRESIDENT

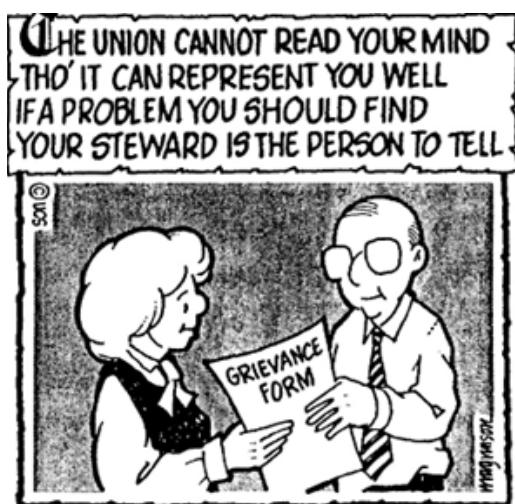
I believe our purpose of the PPWC Leaflet is to reach out to the membership to communicate, educate, pay respect, reflect, help, and inspire. When I looked back in our archives, in the minutes, it explained why we used to share and produce a monthly printed Leaflet. The answer was it was produced in paper form so it could be sent out as it was difficult to communicate across the province to all our members. This was before we had the instant information world that we know today.

With the instant communication world, the need to produce a paper copy of the Leaflet became less frequent than in the past. Maybe even, some think, it should be all electronic which is somewhat ironic and a little funny as we make a lot of pulp.

One of the most difficult parts of producing the Leaflet has been getting writers to contribute to it. It would seem with thousands of workers, which I am sure have countless social media thoughts and pictures, the desire to submit article submissions for the Leaflets from their or their unions happenings are slowly becoming less and less creating less of a voice from our membership in the Leaflets. So please reach out your voice to your Locals so we can hear your thoughts and happenings in your workplaces.

I believe, the Leaflets of the world have a place. They focus on you and your best interest. It creates solidarity and celebration in our success. It also shares with the reader the empathy and support for Locals and individual members when they need us the most. In a world who needs celebration and support, the Leaflet is your vessel to read, to share and to participate in its content. It also allows you to escape and understand that you are part of something special. That we all care about each other in whatever supportive means needed.

Sometimes the best thing in life is as simple as picking up a paper with a cup of coffee and just having a good read.



Artist: Magnuson/CALM

SHOP STEWARDS' CORNER

Remember the six "W's" of grievance writing.

WHO is involved? (grievor, witnesses, supervisors)

WHEN did the grievance occur? (exact dates and times)

WHERE did the grievance occur? (exact location: department, aisle, machine, or elsewhere in the workplace. Be specific.)

WHY is the grievance? (contract or other source)

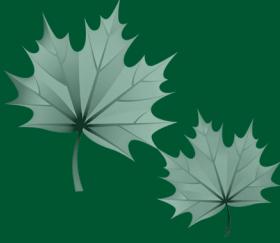
WHAT are the demands? (What adjustments are necessary to completely correct the injustice? And this means right from the first time the grievance first occurred.)

WHOA! (Double check the last five to make sure you have got all the important facts written down.)



PPWC Environmental and Forestry Seminar- February 2023

The Environmental and Forestry Seminar will be held on February 22-23, 2023 and will be hosted by the PPWC Sustainability officer, Cam Shiell, in Vancouver, BC.



OCCUPATIONAL HEALTH & SAFETY

Emergency Preparedness

As the weather changes to colder times and the days get shorter, we all need to be prepared for emergencies within your home and communities.

Winter presents more challenges with things like snow, power outages, cold and freezing conditions.

Be prepared to survive these events. In your home and cars have an emergency kit readily available. There are many websites that you can access for this information.

The most common requirements for your home are:

- Bottled Water (recommend to have 2 litres per person per day).
- Food canned goods, power bars
- Money (small bills and change)
- Flashlights and extra Batteries
- First aid kits
- Medications and special needed items

When going on road trips make sure that you are prepared. Give people the route you are taking and when expected to arrive. Check out the weather. Have your vehicle in good working order. I know this sounds simple but these items could make a difference.

The most common requirements for your road trip emergency kits:

- Booster cables
- Blankets
- Candles and matches
- Food and water
- Shovel
- Cellular phone charger
- Boots, Hat, Gloves
- Flashlight



Artist: Jill Wellington/Pexels

Mental Health Awareness

Mental health issues are becoming a serious crisis in our everyday lives. It is being seen out there on our streets, in our schools and in the workplace. It needs to be treated as any disease that can affect anyone at any time.

Recognizing the signs of mental health issues can make the difference to you, your family and friends.

As the times are getting more stressful, we all need to take the time to look after ourselves, loved ones and friends.

The mental health issues are reaching into the schools and children's lives as well. There are many resources available to access from the internet to the Canadian Mental Health Association to the clinics and school councillors.

Mental Health is not something to hide. Be proactive, talk about it.

Safety in the Workplace

I found an interesting WorkSafeBC information package, It was called Listen To Your Gut. It was directed at young workers, but it can be used by everyone. In the article there were some intriguing facts about new and young workers and the stats of injuries that occurred. (Excerpt of the WorkSafeBC Listen To Your Gut article is on page 10. Click the link at the bottom of the article for the full article).

Under 25

The overall young workers injury rate is slightly lower than the injury rate for all workers, however the injury rate for male workers under 25 is a much higher rate than for any other workers.

As the transition of the workforce's change, there are more new workers coming in. Take the time to train them and teach them the risks of the job. Give them the chance to become a mentor not a statistic.

Did you know

- **18 young workers are injured daily in B.C. on average**
- **14 young workers suffer serious injury every week**
- **20% of workplace accidents involving new/young workers occur during the 1st month on the job**

PPWC Training Dates

Health and Welfare Training : February 28, 2023 to March 2, 2023, **Joint Conference and PPWC Safety Conference:** March 27, 2023 to March 31, 2023 (Joint Conference March 27-28, 2023 and PPWC Safety Conference March 29-31, 2023) and **Workers Advocate Training (WCB):** Dates to be determined.

All the upcoming training will be held in Vancouver. The meetings are subject to change. More details to follow.

At this time I would like to take the opportunity to wish everyone a happy, healthy holiday season. Merry Christmas and Happy New Years to members and families within the Public and Private Workers of Canada Union. Be safe.

In Solidarity,

Barry Touzin, PPWC Health and Safety Officer

TEN OVERTIME MYTHS

FROM PPWC LOCAL 2



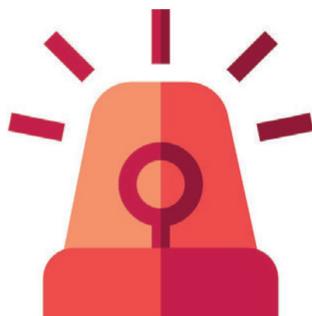
MYTH: Members won't give up overtime.

FACT: Our survey shows that over 80% of our members will give up overtime to create more jobs.



MYTH: Members need the additional money from overtime.

FACT: Only 17% of our members say they work overtime because they need the money. Most work OT for the banked time or because co-workers need time off.



MYTH: OT is necessary to deal with emergencies and to keep the mill running.

FACT: Most OT is not due to emergencies, but for relief to cover earned time off.



MYTH: The mill can't run without OT.

FACT: Mills used to run with much less overtime and a few still do operate with lower levels of OT. OT has doubled over the past 15 years. Fewer regular workers means more OT.



MYTH: OT is cheaper. Cutting OT will increase labour costs and make the mill less competitive.

FACT: Hiring new workers is cheaper than OT. When all costs are included, OT costs double time. Managers prefer OT because it results in fewer workers, not because it's cheaper.



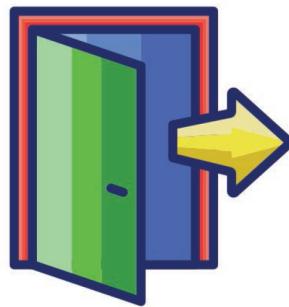
MYTH: If we cut OT, management will push harder on flex.

FACT: Management will push the flex agenda regardless of OT rates. Flex and OT are also about the same end – less jobs.



MYTH: If we don't work OT, we won't get our days off when we need them. That's how the system works.

FACT: That's exactly how the system works, and why we have to change it. When the company hires more full time relief workers, it will be possible to get our earned time off without working OT.



MYTH: If I don't work OT, there will be more contractors at the mill.

FACT: While OT has increased dramatically, so has contracting out. Companies use OT and contracting out for the same end – smaller mill crews. OT is not a solution to contracting out.



MYTH: People have always worked OT because that's what mill towns are about. You earn as much as you can, as fast as you can, and then move on.

FACT: If that was true in the 1960s, it isn't today. The average mill worker has a lot of seniority. Most of us have lived in our town for years and we aren't going anywhere.



MYTH: Cutting OT won't create jobs. Management won't hire more workers, no matter what we do.

FACT: Jobs have been created by BC mills by reducing OT. The key is to negotiate clear provisions to create jobs when OT is reduced.

Managing the risk of fatigue at work: A component of the certificate of recognition (COR) audit

Fatigue is a change in physiological state described as feeling tired or drowsy. Fatigue can diminish a person's ability to function at the desired level. Being fatigued directly affects a person's ability to carry out even simple tasks by impairing or reducing reaction time, alertness, decision making, information processing, memory, concentration, and the ability to communicate effectively.

Fatigue is normal. Most workers will be fatigued at some point on the job. In the presence of workplace hazards, fatigue can increase or contribute to the potential for errors, harm, and adverse outcomes. Employers are responsible for managing the risk of harm at work when workers may be fatigued.

The WorkSafe resource, [Fatigue risk in the workplace](#), explains fatigue, its effects, and its contributing factors. It also provides information to help employers address fatigue risk in the workplace.

Fatigue risk management and COR certification

All employers seeking certificate of recognition (COR) certification must be able to prove — by means of an audit — that their occupational health and safety management system (OHSMS) meets the COR program standards.

One element required in an OHSMS is hazard identification and control. Employers need to identify hazardous workplace activities or tasks



where being fatigued could increase the risk of harm. Employers also need to manage and control fatigue risk when indicated by a risk assessment.

During the COR audit, internal and external auditors will verify that fatigue risks are considered in the employer's hazard identification, assessment, and control processes. When reviewing the audit result as part of the quality assurance process, the certifying partner will confirm that the risk of fatigue is included as a component of the COR audit.

Managing the Risk of Fatigue at Work-Continued (WorkSafeBC)

Regulatory requirements

Occupational Health and Safety Regulation, **section 4.19** (in part):

- (1) A worker with a physical or mental impairment which may affect the worker's ability to safely perform assigned work must inform his or her supervisor or employer of the impairment, and must not knowingly do work where the impairment may create an undue risk to the worker or anyone else.
- (2) A worker must not be assigned to activities where a reported or observed impairment may create an undue risk to the worker or anyone else.

Workers Compensation Act, **section 22** (in part):

Every worker must ... ensure that the worker's ability to work without risk to that worker's health or safety, or to the health or safety of any other person, is not impaired by alcohol, drugs or other causes.

Resources

Visit [worksafebc.com](http://www.worksafebc.com) for more information and resources on **fatigue impairment**, the **certificate of recognition** program, and **occupational health and safety management systems**.



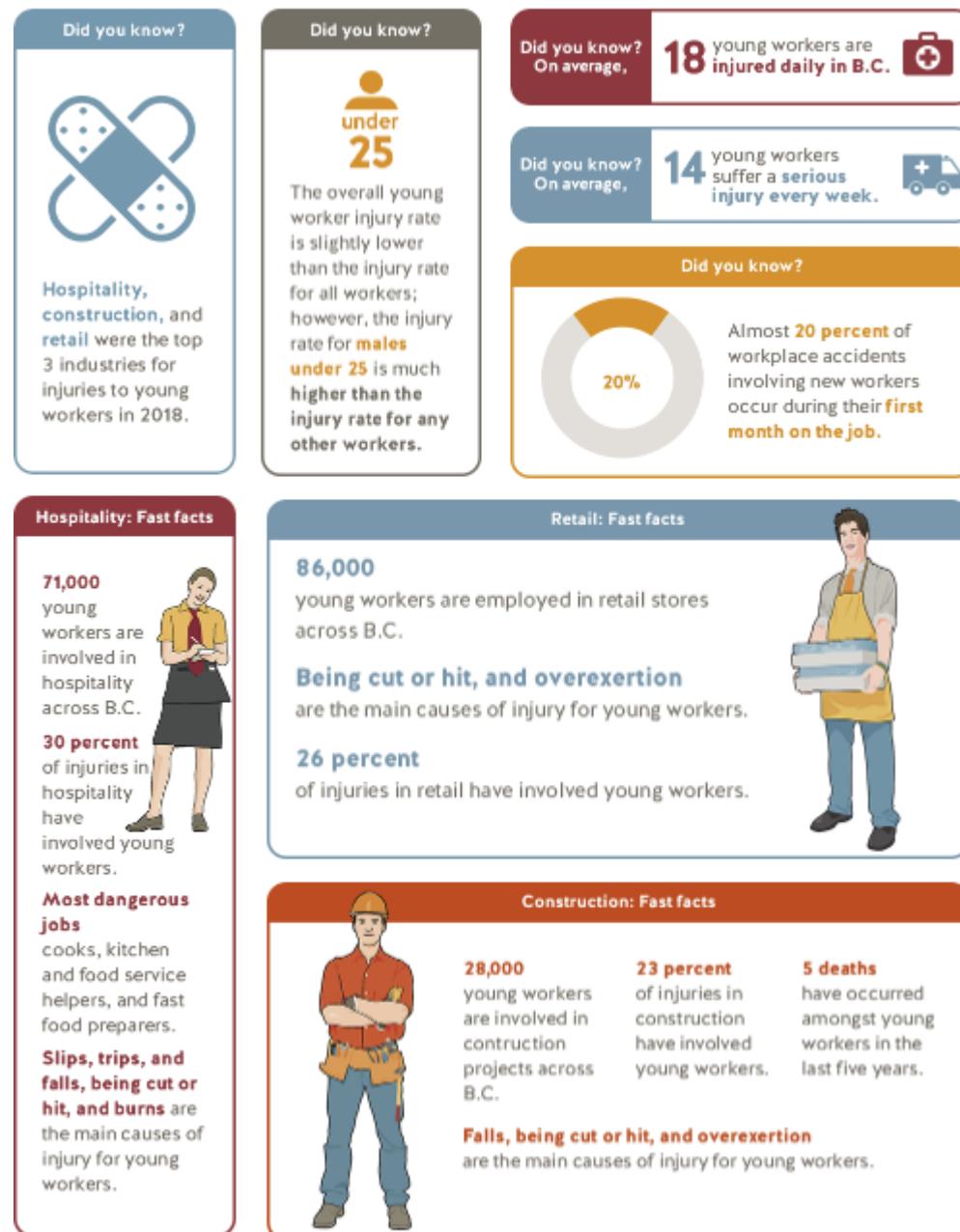
YOUNG AND NEW WORKER HEALTH AND SAFETY- Listen to Your Gut (WorkSafeBC)

Work can be intimidating, especially if you're new to the job or don't have a lot of experience in the industry. You want to make a good first impression by showing your co-workers and your boss that you know what you're doing.

That's why, while talking about safety at work, asking for training, or bringing up concerns can be hard, it's important. Employers are responsible for providing adequate training before you start work. Proper training and orientation helps to ensure that everyone stays safe on the job.

If you get a gut feeling that something isn't safe, or you don't know how to do your job safely, listen to your instincts and talk to your manager about it. It could save your life or the life of your co-worker.

Stats & Facts



© WorkSafeBC (Workers' Compensation Board), used with permission. Visit worksafbcolistentoyourgut.com for more information. <https://worksafbcolistentoyourgut.com>



How Today's Inflation is Swelling Corporate Profits, and Making Workers Pay the Price - Literally

Have you wondered why everything is getting so expensive these days? The term "Greedflation" has entered the lexicon of the English language over the past year, driven by rising prices for food, energy, housing and other essentials.

Type the word into a Google search bar, and you'll see more than 163,000 results. This isn't an accident. Canadians are well aware of corporate price gouging, and how both increasing prices and profits are having workers and consumers throughout the country getting stuck with the bill – literally.

First, let's look at the numbers, and they aren't pretty. Corporate profits in Canada, as elsewhere, are absolutely soaring. Whereas corporate profits in Canada averaged anywhere from 2 to 12% of GDP from 1960 to 2005, the number now stands at 18.8% in 2022. According to Statistics Canada, never before in recorded history has it been this high.

On the other side of this coin – and not surprisingly – labour compensation as a percentage of GDP in Canada continues to decline to 50%, down from a high of 55% during the mid-1970s. And although this 5% difference seems relatively small, it amounts to almost \$100 billion in reduced wages every single year in current dollars, compared to forty years ago.

Evidence from the United States is remarkably similar. American corporate profits are now 15.5% of GDP, a high not seen since 1950, according to the US Department of Commerce. And would you believe it, but labour compensation as a percentage of GDP continues to fall, down from an all-time high in the early 1970s, all while corporate CEO pay continues to surge.

So what's causing this? Some point to the war in Ukraine as a culprit. This may play a role globally, but for Canada and North America generally, it's a different story. Canada is highly energy independent compared to western Europe, which relies heavily on Russian gas and oil for its energy needs. This is why countries like Britain have seen energy prices more than quadruple in just the last few months. Yes, Canada also has increasing energy prices, but not like this.

Others point to disruptions in supply chains resulting from COVID shutdowns, especially in transportation and shipping, that are increasing input costs for businesses. That's a fair point, but these rising costs are relatively small compared to the far larger increases in prices for consumers at the end of those supply chains.

Some right-wing, free market economists argue that increases in the money supply during COVID, as a way to stave off a Depression, are at fault. Yes, increases in the money supply can indeed create inflation. The problem here is that those increases that began in 2020, and along with the federal and provincial government bailouts that accompanied them, are now over. In fact, the Bank of Canada has increased interest rates on multiple occasions since March 2022, and are now the highest they've been since 2007.

Likewise, the overall money supply in Canada has shrunk radically since the beginning of 2021. Like most economic assumptions from right-wing, free market ideologues, this lacks evidence. It wasn't too long ago that the same economists were blaming wage increases for inflation (except of course, CEO pay or shareholder income, which are never at fault, or even an issue to begin with).

Again, we know this assumption is also incorrect because wages aren't increasing, but actually falling, both in real terms and, as stated earlier, as a percentage of GDP. What is increasing are corporate profits, which brings us back to Greedflation. Those all-time high profits have to come from somewhere, and that's increased prices for consumers.

And now that the Bank of Canada has decided to raise interest rates to supposedly reduce inflation, working people and labour unions know all too well what this will mean: increasing unemployment and economic recession. As labour economist Jim Stanford recently stated about increasing interest rates: "The medicine is worse than the disease."

It doesn't have to be this way. Instead, the Canadian government can fight inflation by empowering the federal Competition Bureau to investigate profiteering by the big corporate monopolies and business chains, and institute strict penalties for those engaging in either collusion with competitors or price gouging. In early October, an NDP Opposition Motion calling for these policies to be implemented specifically in the grocery industry passed in the House of Commons unanimously, 327 to 0.

Also, governments around the world, and even conservative ones, are implementing excess profits taxes (or "windfall" taxes) on large corporations in several industries to combat profiteering. The ruling Conservative Party in Britain just introduced a 25% windfall tax on oil and gas corporation profits, which is expected to raise more than \$30.9 billion over the next four years alone. There's absolutely no reason why Canada couldn't do the same.

The government also needs to directly invest more into green energy and technology to lower our dependence on the oil industry, which is already provided with billions of dollars of tax-payer funded subsidies each year. Moving this money into environmentally-friendly sources of energy instead would help bring down costs and create jobs.

Likewise, it's the same with the housing industry. Instead of throwing hundreds of millions more into high priced condos or McMansions, the government could invest in affordable public and social housing – much like we did after World War II – to reduce our dependence on corporate developers and financiers, who have radically driven up the cost of housing through speculation.

As the CCU called for in its recent "Fair Taxes, Fair Prices" New Model campaign, our governments can also crack down on tax havens and avoidance, and create more progressive taxation structures where the very rich and large, profitable corporations pay their fair share. This way, we can properly fund social services, reduce fees for those programs and bring down debt levels.

That would make for a real anti-inflationary program that protects workers' incomes, creates jobs and helps build a Canada where everyone can prosper.

Article Written by: Sean Cain



SAFE COMPUTING TIPS

For Employees Workplace and at Home

#1 – Avoid Using IT in the Workplace

This is any system, or solution, or software you use for work without the knowledge and approval of your IT department.

#2 – Beware of Phishing Emails & Social Engineering

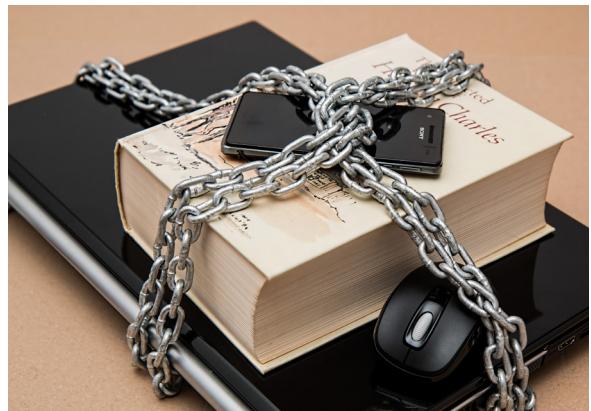
#3 – Use Strong, Unique & Confidential Passwords

Use MFA whenever possible. Use a password manager (ex. Last Pass).

#4 – Avoid Using Company Devices for Personal Use

Websites you visit may not be as secure as ones you visit during the day. Don't install or use unauthorized software on company computers. Don't access personal email or social media.

Artist: Flores, CALM



#5 – Never Connect Unknown USB Devices to Work Computers

A survey found that 72% of employees used USB flash drives that were given to them at events such as conferences and tradeshows. These are incredibly dangerous as they can be programmed to stealthily execute malicious payloads that spy on employee computer activity.

#6 – Stay Away from Public WiFi

Honeypots. Once you connect to their hotspot they can perform a man-in-the-middle (MITM) attack to intercept your connections with a fake domain that looks like the one you were trying to visit. Once you login to the fake domain they now have your login credentials.

Traffic Sniffing. Other users of the hotspot could potentially see your traffic in unencrypted websites if the provider of the public WiFi does not have adequate security controls in place.

Presented at September NEB – www.canadatechs.ca

